



"We Move The Earth"

CONTRACTING • EXCAVATING
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MATERIALS SPECIALIST

Safety memorandum

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Date: July 10, 2007

To: All Sub Contractors and Suppliers

Subject: Mandatory Safety compliance

Please be advised that effective immediately, anything less than full compliance to OSHA, MSHA and our company Safety regulations will not be tolerated on any and all of Harper Companies Projects and Properties. This shall include all required PPE, proper dress code and required training.

If you have any questions and/or need any additional information relating to this subject, you can call and check with your appropriate contact at Harpers.

Anyone found to be in non-compliance may be removed from the premises. We have ZERO tolerance to anyone who does not believe in Safety First and the full compliance to such.

Respectfully

A handwritten signature in cursive script, reading "Lawnie Mayhew". The signature is written in black ink and is positioned above the printed name and title.

Lawnie Mayhew
Dir. Risk Management
Harper Companies

